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BIHAR AGRICULTURAL UNIVERSITY
SABOUR – 813 210, (BHAGALPUR)

NOTIFICATION

The 3rd January 2020

No. Registrar/B.A.U., Sabour/1812----In exercise of power conferred under Section 36(2) of the Bihar Agricultural University Act, 2010, the following amendments in chapter 4.4(1) and 4.4(2) of Bihar Agricultural University statute 2010 as approved by the Hon'ble Chancellor, duly conveyed by the Legal Officer-cum-Incharge, Officer on Special Duty (Judl.), Governor's Secretariat, Raj Bhawan, Bihar, Patna vide its letter no. BAU-06/2011-3595-GS(1) dated 31.12.2019, are hereby published under section 36(3) of the Bihar Agricultural University Act, 2010 for general information:

Before Amendment	After Amendment
<p><u>Career Advancement Scheme for promotion of teachers effective from 27.07.1998</u></p> <p>4.4 (1) a) Minimum length of service for eligibility to move into the grade of Assistant Professor (Senior scale) would be four years for those with Ph.D., five years for those with M.Phil and six years for others as Assistant</p>	<p><u>Regulations of Career Advancement Scheme, 2006</u></p> <ol style="list-style-type: none"> 1. This Career Advancement Scheme is for Teachers, Scientists, Extension Specialists and equivalents, and shall be called CAS of 2006 for Teachers of BAU, Sabour. 2. The new CAS shall come into effect from 01/01/2009 with PBAS based

<p>Professor and for eligibility to move into the Grade of Assistant Professor (Selection Grade)/ Associate Professor, the minimum length of service as Assistant Professor (Senior scale) shall be uniformly five years.</p> <p>b) For movement into grades of Associate Professor and above, the minimum eligibility criteria would be Ph.D. Those teachers without Ph.D. can go up to the level of Assistant Professor (Selection Grade).</p> <p>c) An Associate Professor with a minimum of eight years of service will be eligible for consideration for appointment as a University Professor.</p> <p>d) The Selection Committee for Career Advancement Scheme shall be the same as those for direct recruitment for each category. In addition, one representative of the State Government will be included as a member of the committee as contained in item-2(vii) of the Sankalap No. 2976 dated 05.10.2002 issued by the Deptt. of Agriculture, Govt. of Bihar, Patna.</p> <p>e) The existing scheme of Career Advancement for non-academic staff namely Assistant Registrar, Assistant Librarian would continue.</p> <p>4.4 (2) Eligibility criteria for promotion: Eligibility for the post of Assistant Professor (Basic Grade) - As provided in Section 13.1(22) of the Statutes</p> <p>4.4 (2.1) Assistant Professor (Senior Scale) An Assistant Professor/Junior Scientist will be eligible for placement in a senior scale</p>	<p>API scoring.</p> <p>3. The scheme shall apply to the Teachers, Scientists, Extension Specialists and equivalents working in the jurisdiction of Bihar Agricultural University, Sabour, Bhagalpur, Bihar.</p> <p>4. The Academic Performance Indicator (API) cut off score points required for placements in next AGP shall be 75 marks out of 100 marks at each stage of evaluation.</p> <p>5. The promotion under CAS shall be made once in a year preferably in December. The process of screening and selection shall be completed by the university within six months from the last date of the application.</p> <p><u>Procedure for implementation of CAS of 2006</u></p> <p>1. The university shall invite the application from the teacher / Scientist who wishes to be considered for placement under CAS and teacher shall have to submit the application in prescribed proforma on or before the last date duly forwarded by the concerned controlling officer only after fulfilling the all qualifications and requirements under CAS and submits to the University, the PBAS based work done report, duly supported by all credentials. The university shall immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, the candidate who fulfils all other criteria mentioned in these</p>
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<p>through a procedure of selection, if he/she has:</p> <p>i) Completed six years of service after regular appointment as Assistant Professor with relaxation of one and two years respectively, for those with M.Phil and Ph.D.;</p> <p>ii) Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission/ICAR;</p> <p>(Those with Ph.D. degree would be exempted from one refresher course)</p> <p>iii) Consistently satisfactory performance appraisal reports, with at least three publications in a reputed national journals having rating more than 3.00 in NAAS.</p> <p>iv) Shall have at least three publication in a reputed national journals having rating more than 3.00 in NAAS.</p> <p>v) Shall have at least three outstanding remarks on CR/AR, which can be relaxed by the committee.</p> <p>4.4 (2.2) Assistant Professor / Junior Scientist (Selection Grade) :</p> <p>Assistant Professor/Junior Scientist in the senior scale who do not have a Ph.D. degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given above for the post of Associate Professor/Senior Scientist, and have a good record</p>	<p>Regulations as on the date of notification of these Regulations shall be considered for placement from the date, on or after that, on which they fulfil these eligibility conditions as mentioned above and financial benefit will be given from the date of eligibility.</p> <p>2. A teacher shall have earned annual increments regularly fringe the assessment period for CAS placements. These placements being a personal placement to the incumbent teacher, scientist or equivalent holding a substantive sanctioned post, on superannuation of the individual incumbent or the incumbent relinquish the post for any other reasons, the vacated post shall revert back to its original cadre.</p> <p>3. The in-charge/Controlling officer /HOD will verify the information of the applicant by giving a certificate at the end of the application.</p> <p>4. If a teacher, scientist or equivalent does not succeed in the first assessment, but succeeds in the eventual assessment, his/her placement shall be deemed to be from the later date he/she gets eligible for placement in higher grade.</p> <p>5. The teachers, scientists or equivalent must be on roll and in active service of the university on the date of eligibility for placement and should submit his/her application on or before the last date of eligibility. In case of employees who have completed the eligibility condition before notification of</p>
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in teaching and preferably have contributed in various ways such as to the corporate life of the institution, examination work or through extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Associate Professor. One representative of the State Government will be included in the selection Committee as per provision contained in item 2(vii) of the resolution no. 2976 dated 05.10.02 issued by the Department of Agriculture, Bihar, Patna. They will be designated as Assistant Professor/Junior Scientist in the Selection Grade. They would offer themselves for fresh assessment after obtaining Ph.D. or fulfil other requirements for promotion as Associate Professor/ Senior Scientist. If found suitable, he/she could be given the designation of Associate Professor/Senior Scientist.

4.4 (2.3) Associate Professor / Senior Scientist (Promotion)

An Assistant Professor/Junior Scientist in the Senior Scale will be eligible for promotion to the post of Associate Professor/Senior Scientist, if he/she has:

i) Served as Assistant Professor (Sr. Scale) with 5 years of service in the senior scale or with a total of 9 years service as Assistant Professor Master degree (with Ph.D.)/10 years service (with M.Phil)/11 years service would be eligible for promotion to the post

this scheme (but on or after 31-12-2008), shall be entitled for promotion to the next cadre from the due date of eligibility irrespective of their date of application.

6. CAS placements from a lower grade pay to a higher grade pay of Assistant Professor cum Junior Scientist/Junior Scientist cum Assistant Professor / equivalent shall be conducted by a "Screening cum Evaluation Committee" adhering to the PBAS system.

7. The "Screening cum Evaluation Committee" for CAS shall consist of :

- One of the Deans / Directors of the University as a Chairman to be nominated by the Vice-Chancellor
- Director/Dean concerned as a member to be nominated by the Vice-Chancellor
- One of the senior most Professors as a member to be nominated by the Vice-Chancellor
- The concerned Head of the Division / Unit as a member
- Assistant Director Administration /Dy. Director Administration as a member secretary

The quorum for the committee meeting shall be three including Chairman.

8. The teachers seeking placement from Assistant Professor-cum-Junior Scientist to Associate Professor-cum-Senior Scientist and equivalent (AGP Rs. 9000/-) Associate Professor –cum-Senior Scientist and equivalent to University Professor-cum-Chief Scientist and equivalents (AGP Rs. 10,000/-) moving to higher pay band shall be called for interview before the selection

<p>of Assistant Professor/Junior Scientist (Selection Grade) /Associate Professor / Senior Scientist (Promotion);</p> <p>ii) Made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities;</p> <p>iii) After placement in the Senior Scale successfully participated in two refresher courses/summer/winter institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission/ICAR;</p> <p>iv) Possessed consistently good performance appraisal reports.</p> <p>v) Shall have at least three publication in a reputed national journals after having promotion to the Assistant Professor (Senior Scale)</p> <p>vi) Shall have at least three outstanding remarks on CR.</p> <p>4.4 (2.4) Promotion to the post of Associate Professor/Senior Scientist (Promotion) will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinance of the University or other similar Committees set up by the appointing authority.</p> <p>4.4 (2.5) University Professor / Chief Scientist (Promotion):</p>	<p>committee after it is cleared by the “Screening cum Evaluation Committee”.</p> <p>9. The Selection committee for promotion under CAS to the post of Associate Professor – cum - Senior Scientist and University Professor-cum-Chief Scientist shall be the same as that for direct recruitment. On representative of State Govt. will also be included in the committee as per provision contained in item 2(vii) of the Sankalp no. 2976 dated 05.10.02 issued from the Department of Agriculture, Govt. of Bihar.</p> <p>10. The teacher or equivalent eligible for promotion/placement to higher grade and/or Grade pay before 31.12.2008 will be governed by per-revised provisions of Career advancement scheme.</p> <p>11. A differed placement at each stage of evaluation for those teachers/scientists who fall short of the cut-off marks by not more than 2 marks. Such Scientist will be required to submit fresh assessment application and will stand promoted to the next Grade Pay after one year subject to secure minimum cut-off marks (75 marks).</p> <p>12. However, those teachers/scientist whose score falls by more than 2 marks will have to submit their assessment for evaluation after two years from the date of their evaluation.</p> <p><u>Promotion procedures for Teachers, Scientists and equivalents under Carrier advancement Scheme-CAS</u></p>
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In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Associate Professor/Senior Scientist to that of University Professor/Chief Scientist (Promotion) after 8 years of service as Associate Professor/Senior Scientist.

The Selection Committee for promotion to the post of University Professor/Chief Scientist (Promotion) should be the same as that for direct recruitment. One representative of the State Government will also be included in the committee as per provision contained in item 2(vii) of the Sankalap no. 2976 dated 05.10.02 issued from the Department of Agriculture, Govt. of Bihar. For the promotion from Associate Professor/Senior Scientist to University Professor/Chief Scientist (Promotion), the following method of promotion may be followed:

The Candidate should present herself/himself before the Selection Committee with the following documents:

- a) Self-appraisal reports (required).
- b) Research contribution / books / articles / Bulletin published.
- c) Any other academic contribution.
- d) Seminars/Conference attended.
- e) Contribution to teaching / academic environment/ Institutional corporate life.

of 2006

1) An Assistant Professor or equivalent shall be eligible for placement in the higher Academic Grade Pay (AGP) of Rs. 7000/- in PB-3 RS. 15,600-39,100 if:

a) i) An Assistant Professor or equivalent has completed 04 years' service and possesses Ph. D degree in the relevant discipline.

(OR)

ii) An Assistant Professor or equivalent possessing M.Phil / M.Tech/ M.Sc (Ag) /M.Sc.(Hort.) / MVSc / M.F.Sc. / M.Sc. (Sericulture) degree shall be eligible for AGP of Rs. 7000 after completion of five years services.

(OR)

iii) An Assistant professor or equivalent who does not have Ph.D. or M. Phil degree shall be eligible for AGP of Rs. 7000 after completion of six years service.

b) He/she has participated in one training of 21 days duration or 02 orientation/refresher training courses/summer/winter schools or any other teaching/extension/ research courses/learning methodology/evaluation technology programme etc, of at least 10 days duration before the date of notification of this guideline for implementing CAS.

c) He/she has earned a minimum Academic Performance Indicator (API) score (75 point) based on Performance Based Appraisal System (PBAS) as prescribed by the University.

Explanation

<p>f) Extension and field outreach activities.</p> <p>g) Shall have at least three publication after joining as Associate Professor-cum- Senior Scientist/Senior Scientist-cum- Associate Professor in a reputed national journals.</p> <p>h) Shall have at least three outstanding remarks on CR. The best three written contributions of the teacher (as defined by her/him) may be send in advance to the experts to review before coming for the selection. The candidates should be asked to submit these in three sets with the prescribed application. The requirement of participation in orientation /refresher courses / summer / winter institutes, each of at least 3 to 4 weeks duration, and consistently satisfactory performance appraisal reports, shall be the mandatory requirement for career advancement from Assistant Professor/Junior Scientist (Senior Scale) to Assistant Professor/Junior Scientist (Selection Grade). The requirement for completing these courses would be as follows:</p> <p>i) For Assistant Professor/Junior Scientist to Assistant Professor/Junior Scientist (Senior Scale), one orientation course would be compulsory for University and College Teachers;</p> <p>ii) Two refresher courses for Assistant Professor/Junior Scientist (Senior Scale) to Assistant</p>	<p>All Assistant Professors or equivalent who have completed 04 years/05 years/06 years of service in of PB-3 (Rs. 15,600-39,100+AGP Rs. 6000) on or after 31-12-2008 as explained above will be placed in the scale of PB-3 Rs. 15,600-39,100+AGP Rs. 7000/-, through a process of screening and evaluation of applications so received by the office of Director Administration and after verification in his office placed before the Screening Committee to determine eligibility for higher AGP and promotion to next higher rank under CAS scheme. Recommendation of the Committee would be send to Vice-Chancellor and order be issued after approval.</p> <p>2. An Assistant Professor or equivalent shall be eligible for placement in the higher Academic Grade Pay (AGP) of Rs. 8000/-in PB-3 of Rs. 15600-39100 if :</p> <p>a) An Assistant Professor or equivalent has completed 5 years of service in AGP of Rs. 7000/-.</p> <p>b) He/she has participated in one training of 21 days duration of refresher training courses/summer/winter schools or any other teaching/extension / research courses/learning methodology /evaluation technology programme etc. before the date of notification of this guideline for implementing CAS.</p> <p>c) He/she has earned a minimum Academic Performance Indicator (API) scores (75) based on Performance Based Appraisal</p>
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<p>Professor/Junior Scientist (Selection Grade) are mandatory;</p> <p>iii) The Senior teachers like Associate Professor/Senior Scientist/Assistant Professor /Junior Scientist (Selection Grade) and University Professor/Chief Scientist may opt to attend two seminars / conferences in their subject area and present paper as one aspect of their promotion/selection to higher level or attend refresher course to be offered by ASCs for this level.</p>	<p>System (PBAS) as prescribed by the University.</p> <p><u>Explanation</u></p> <p>All Assistant Professors or equivalent who have completed 05 years service in PB-3 (Rs. 15600-39,100+AGP Rs. 7000/-) on or after 31-12-2008 as explained above, will be placed in the scale of PB-3 Rs. 15600/-39,100+AGP Rs. 8000/- through a process of screening and evaluation of applications so received by the office of Director Administration and after verification placed before the screening committee to determine eligibility for higher AGP and promotion to the next higher ranks under CAS scheme.</p> <p><i>Recommendation of the committee would be sent to the Vice-Chancellor and order be issued after approval.</i></p> <p>3. An Assistant Professor or equivalent will be promoted as Assoc. Professor or equivalent in the PB-4 of Rs. 37400-67000+AGP of Rs. 9000/- and will be designated as Associate Professor or equivalent if :</p> <p>a) An Assistant Professor or equivalent has completed 03 years of service in the AGP of Rs. 8000/- and possessing a Ph.D. degree in the relevant discipline shall be eligible to move PB-4 of Rs. 37,400 – 67,000 + AGP of Rs. 9000/-.</p> <p>b) A non Ph.D. Scientists/Teachers on completion of 3 years of service in AGP of Rs. 8000/- shall be eligible to move to the pay band of Rs. 37,400-67,000 + AGP of Rs. 9000/- and shall continue to be designated</p>
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as Assistant Professor /Junior Scientists. On acquiring Ph.D. degree, the Assistant Professor-cum-Junior Scientist shall be designated as Associate Professor-cum-Senior Scientist or after 01.01.2009 shall be Governed by these guidelines.

- c) He or she has earned a minimum academic performance indicator (API) score (75 marks) based on Performance based appraisal system (PBAS) as prescribed by the University and recommended by the selection committee.

Explanation

Assistant Professor or equivalent having completed 03 years of service in PB-3 (Rs. 15600-39,100+AGP or Rs. 8000/-) on or after 31-12-2008 as detailed above will be placed in the scale of PB-4 of Rs. 37400-67000+AGP of Rs. 9000/- through a process of screening and selection. He or she will be eligible for promotion to Associate Professor or equivalent in 12 years, if possessing Ph.D. degree; in 13 years, if not possessing Ph.D. degree; and in 14 years, if not possessing M. Phil or Ph.D.

Recommendation of the selection committee would be sent to be Board of Management for approval and orders be issued after approval of the BOM.

All those Associate professors/Senior scientist and equivalent who were holding the prevised scale of Rs. 12000-18300 and had completed three years of service as on 01.01.2006 and who had completed three years before the effective date of the revised CAS i.e

	<p><i>01.01.2009 shall be automatically placed in AGP of Rs 9000/- without any formal assessment. This is an in-built recommendation of the ICAR/UGC pay package while revising the scales. However, this time bound dispensation flowing out of the recommendations of the pay commission should not be misconstrued with the CAS made effective from 01.01.2009. Therefore all Associate Professor/Senior Scientist and equivalents appointed on or after 01.01.2009 shall be granted the AGP of Rs. 9000/- after Assessment by due process as per the provisions of the CAS made effective from 01.01.2009.</i></p> <p>4. Associate Professor-cum-Senior Scientist or equivalent will be promoted as University Professor-cum-Chief Scientist or equivalent in the PB-4 of Rs. 37400+AGP of Rs. 10000/- if:</p> <p>a) An Associate Professor or equivalent having completed 03 years of service in the AGP of Rs. 9000/- and possessing Ph.D. degree in the relevant discipline shall be eligible to be designated as professor or equivalent, through a process of screening and selection committee, in the scale or Rs. 37400-67000 with AGP of Rs. 10,000/-.</p> <p>b) He/she has earned a minimum Academic Performance Indicator (API) score (75 marks) based on performance based appraisal system (PBAS) as prescribed by the University.</p> <p><i>Recommendation of the selection committee would be sent to be Board of Management for approval and orders be issued after approval of the BOM.</i></p>
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Order:- The above order be published in Bihar Gazette as per Section 36(3) of the Bihar Agricultural University Act 2010 as allowed by the Hon'ble Chancellor, Bihar vide letter no. BAU-06/2011-3595-GS(1) dated 31.12.2019.

By Order,
Sd./Illegible,
Vice-Chancellor.

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